Author Index to Volume 72

Key to Pagination

Issue No.	*Month*	*Pages*	*Issue No.*	*Month*	*Pages*
1	February	1–184	3	August	337–512
2	May	185–336	4	November	513–706

ARTICLES

Abelson, Michael A.—Examination of Avoidable and Unavoidable Turnover 382

Adelman, Pamela K.—Occupational Complexity, Control, and Personal Income: Their Relation to Psychological Well-Being in Men and Women 529

Alexander, Ralph A., and Barrick, Murray R.—Estimating the Standard Error of Projected Dollar Gains in Utility Analysis 475

Altmaier, Elizabeth—*see* Russell, Daniel W.

Alvares, Kenneth M.—*see* Bycio, Peter

Athey, Timothy R., and McIntyre, Robert M.—Effect of Rater Training on Rater Accuracy: Levels-of-Processing Theory and Social Facilitation Theory Perspectives 567

Barling, Julian, Bluen, Stephen D., and Fain, Rolene—Psychological Functioning Following a Disaster 683

Baron, Robert A.—Effects of Negative Ions on Cognitive Performance 131

Barrick, Murray R.—*see* Alexander, Ralph A.

Beach, Rebecca—*see* Greenwald, Anthony G.

Bennett, Corwin—*see* Silver, Edward M.

Bentson, Cynthia—*see* Gaugler, Barbara B.

Berkowitz, Leonard, Fraser, Colin, Treasure, F. Peter, and Cochran, Susan—Pay, Equity, Job Gratifications, and Comparisons in Pay Satisfaction 544

Blencoe, Allyn G.—*see* DeNisi, Angelo S.

Bluen, Stephen D.—*see* Barling, Julian

Bothwell, Robert K, Deffenbacher, Kenneth A., and Brigham, John C.—Correlation of Eyewitness Accuracy and Confidence: Optimality Hypothesis Revisited 691

Bottger, Preston C., and Yetton, Philip W.—Improving Group Performance by Training in Individual Problem Solving .. 651

Brigham, John C.—*see* Bothwell, Robert K.

Bruning, Nealia S., and Frew, David R.—Effects of Exercise, Relaxation, and Management Skills Training on Physiological Stress Indicators: A Field Experiment 515

Bycio, Peter, Alvares, Kenneth M., and Hahn, June—Situational Specificity In Assessment Center Ratings: A Confirmatory Factor Analysis 463

Carnot, Catherine G.—*see* Greenwald, Anthony G.

Carpenter, Bruce N.—*see* Raza, Susan M.

Carsten, Jeanne M., and Spector, Paul E.—Unemployment, Job Satisfaction, and Employee Turnover: A Meta-Analytic Test of the Muchinsky Model 374

Cascio, Wayne F.—*see* Greer, Olen L.

Cochran, Susan—*see* Berkowitz, Leonard

Colarelli, Stephen M., Dean, Roger A., and Konstans, Constantine—Comparative Effects of Personal and Situational Influences on Job Outcomes of New Professionals 558

Comish, Sara Elizabeth—Recognition of Facial Stimuli Following an Intervening Task Involving the Identi-kit 488

Comrey, Andrew L.—*see* Montag, I.

Conley, Patrick R., and Sackett, Paul R.—Effects of Using High-Versus Low-Performing Job Incumbents as Sources of Job-Analysis Information 434

Conlon, Edward J., and Parks, Judi McLean—Information Requests in the Context of Escalation 344

Constans, Joseph I.—*see* Murphy, Kevin R.

Cornelius, Edwin T., III—*see* DeNisi, Angelo S.

Cronshaw, Steven F., and Lord, Robert G.—Effects of Categorization, Attribution, and Encoding Processes on Leadership Perceptions 97

Cutler, Brian L., Penrod, Steven D., and Martens, Todd K.—Improving the Reliability of Eyewitness Identification: Putting Context Into Context 629

Dalton, Dan R., Todor, William D., and Owen, Crystal L.—Sex Effects in Workplace Justice Outcomes: A Field Assessment 156

Dean, Roger A.—*see* Colarelli, Stephen M.

Deffenbacher, Kenneth A.—*see* Bothwell, Robert K.

DeNisi, Angelo S., Cornelius, Edwin T., III, and Blencoe, Allyn G.—Further Investigation of Common Knowledge Effects on Job Analysis Ratings 262

de Wetter, Robert—*see* Mehrabian, Albert

Dickinson, Terry L.—*see* Hamilton, John W.

Drasgow, Fritz—Study of the Measurement Bias of Two Standardized Psychological Tests 19

Drasgow, Fritz, and Guertler, Elaine—A Decision-Theoretic Approach to the Use of Appropriateness Measurement for Detecting Invalid Test and Scale Scores 10

Drasgow, Fritz—*see* Idaszak, Jacqueline R.

Dunlap, William P.—*see* Silver, N. Clayton

Earley, P. Christopher, Wojnaroski, Pauline, and Prest, William—Task Planning and Energy Expended: Exploration of How Goals Influence Performance 107

Earley, P. Christopher—*see* Erez, Miriam

Ellsworth, Phoebe C.—*see* Smith, Vicki L.

Erez, Miriam, and Earley, P. Christopher—Comparative Analysis of Goal-Setting Strategies Across Cultures 658

Fain, Rolene—*see* Barling, Julian

Fleishman, Edwin A.—*see* Mumford, Michael D.

Ford, Robert C.—*see* McGee, Gail W.

Fraser, Colin—*see* Berkowitz, Leonard

Frayne, Colette A., and Latham, Gary P.—Application of Social Learning Theory to Employee Self-Management of Attendance 387

Frew, David R.—*see* Bruning, Nealia S.

Fried, Yitzhak—*see* Oldham, Greg R.

Gaugler, Barbara B., Rosenthal, Douglas B., Thornton, George C., III, and Bentson, Cynthia—Meta-Analysis of Assessment Center Validity 493

Gerhart, Barry—How Important Are Dispositional Factors as Determinants of Job Satisfaction? Implications for Job Design and Other Personnel Programs 366

Geyer, Paul D.—*see* Pond, Samuel B., III

Gier, Joseph A.—*see* Weekley, Jeff A.

Givon, Moshe M., and Goldman, Arieh—Perceptual and Preferential Discrimination Abilities in Taste Tests 301

Gleason, Sandra E.—*see* Schmitt, Neal

Goldman, Arieh—*see* Givon, Moshe M.
Greenberg, Jerald—Reactions to Procedural Injustice in Payment Distributions: Do the Means Justify the Ends? 55
Greenwald, Anthony G., Carnot, Catherine G., Beach, Rebecca, and Young, Barbara—Increasing Voting Behavior by Asking People if They Expect to Vote 315
Greer, Olen L., and Cascio, Wayne F.—Is Cost Accounting the Answer? Comparison of Two Behaviorally Based Methods for Estimating the Standard Deviation of Job Performance in Dollars With a Cost-Accounting-Based Approach 588
Gross, Alan L., and McGanney, Mary Lou—The Restriction of Range Problem and Nonignorable Selection Processes 604
Guastello, Stephen J.—A Butterfly Catastrophe Model of Motivation in Organizations: Academic Performance 165
Guertler, Elaine—*see* Drasgow, Fritz
Gutek, Barbara A.—*see* Schlenker, Judith A.
Gutek, Barbara A.—*see* Schriber, Jacquelyn B.

Hahn, June—*see* Bycio, Peter
Hamilton, John W., and Dickinson, Terry L.—Comparison of Several Procedures for Generating J-Coefficients 49
Hammer, Tove H., and Turk, Jay M.—Organizational Determinants of Leader Behavior and Authority 674
Harding, Francis D.—*see* Mumford, Michael D.
Heilman, Madeline E., Simon, Michael C., and Repper, David P.—Intentionally Favored, Unintentionally Harmed? Impact of Sex-Based Preferential Selection on Self-Perceptions and Self-Evaluations 62
Helmreich, Robert L.—*see* Spence, Janet T.
Henry, Rebecca A., and Hulin, Charles L.—Stability of Skilled Performance Across Time: Some Generalizations and Limitations on Utilities 457
Hill, Thomas, Smith, Nancy D., and Mann, Millard F.—Role of Efficacy Expectations in Predicting the Decision to Use Advanced Technologies: The Case of Computers 307
Hollenbeck, John R., and Klein, Howard J.—Goal Commitment and the Goal-Setting Process: Problems, Prospects, and Proposals for Future Research 212
Hollenbeck, John R., and Williams, Charles R.—Goal Importance, Self-Focus, and the Goal-Setting Process 204
Huber, Vandra L., and Neale, Margaret A.—Effects of Self- and Competitor Goals on Performance in an Interdependent Bargaining Task 197
Hulin, Charles L.—*see* Henry, Rebecca A.

Idaszak, Jacqueline R., and Drasgow, Fritz—A Revision of the Job Diagnostic Survey: Elimination of a Measurement Artifact 69
Ilgen, Daniel R., and Moore, Carol F.—Types and Choices of Performance Feedback 401

Josephs, Susan L.—*see* Latack, Janina C.

Kabanoff, Boris—Predictive Validity of the MODE Conflict Instrument 160
Kakuyama, Takashi—*see* Matsui, Tamao
Kemery, Edward R., Mossholder, Kevin W., and Roth, Lawrence—The Power of the Schmidt and Hunter Additive Model of Validity Generalization 30
Kirsch, Michael P.—*see* Kozlowski, Steve W. J.
Klein, Howard J.—*see* Hollenbeck, John R.
Klein, Katherine J.—Employee Stock Ownership and Employee Attitudes: A Test of Three Models 319
Konstans, Constantine—*see* Colarelli, Stephen M.
Kozlowski, Steve W. J., and Kirsch, Michael P.—The Systematic Distortion Hypothesis, Halo, and Accuracy: An Individual-Level Analysis 252

Lane, Irving M.—*see* Prestholdt, Perry H.
LaRocco, James M.—*see* Tetrick, Lois E.
Larsson, Gerry—Routinization of Mental Training in Organizations: Effects on Performance and Well-Being 88
Latack, Janina C., Josephs, Susan L., Roach, Bonnie L., and Levine, Mitchell D.—Carpenter Apprentices: Comparison of Career Transitions for Men and Women 393
Latham, Gary P.—*see* Frayne, Colette A.
Lautenschlager, Gary J., and Shaffer, Garnett Stokes—Reexamining the Component Stability of Owens's Biographical Questionnaire 149
Leana, Carrie R.—Power Relinquishment Versus Power Sharing: Theoretical Clarification and Empirical Comparison of Delegation and Participation 228
Levine, Edward L.—*see* Spector, Paul E.
Levine, Mitchell D.—*see* Latack, Janina C.
Libby, Robert, Trotman, Ken T., and Zimmer, Ian—Member Variation, Recognition of Expertise, and Group Performance 81
Locke, Edwin A.—*see* Wood, Robert E.
Lord, Robert G.—*see* Cronshaw, Steven F.

Mann, Millard F.—*see* Hill, Thomas
Marcus, Philip M.—*see* Schmitt, Neal
Martens, Todd K.—*see* Cutler, Brian L.
Mathews, Robert C.—*see* Prestholdt, Perry H.
Matsui, Tamao, Kakuyama, Takashi, and Onglatco, Mary Lou Uy—Effects of Goals and Feedback on Performance in Groups 407
McGanney, Mary Lou—*see* Gross, Alan L.
McGee, Gail W., and Ford, Robert C.—Two (or More?) Dimensions of Organizational Commitment: Reexamination of the Affective and Continuance Commitment Scales 638
McIntyre, Robert M.—*see* Athey, Timothy R.
Meglino, Bruce M.—*see* Ravlin, Elizabeth C.
Mehrabian, Albert, and de Wetter, Robert—Experimental Test of an Emotion-Based Approach to Fitting Brand Names to Products 125
Mento, Anthony J.—*see* Wood, Robert E.
Meyer, Herbert H.—Predicting Supervisory Ratings Versus Promotional Progress in Test Validation Studies 696
Montag, I., and Comrey, Andrew L.—Internality and Externality as Correlates of Involvement in Fatal Driving Accidents 339
Moore, Carol F.—*see* Ilgen, Daniel R.
Mossholder, Kevin W.—*see* Kemery, Edward R.
Motowidlo, Stephan J.—*see* Srinivas, Shanthi
Mount, Michael K., and Thompson, Duane E.—Cognitive Categorization and Quality of Performance Ratings 240
Mumford, Michael D., Weeks, Joseph L., Harding, Francis D., and Fleishman, Edwin A.—Measuring Occupational Difficulty: A Construct Validation Against Training Criteria 578
Murphy, Kevin R.—Detecting Infrequent Deception 611
Murphy, Kevin R., and Constans, Joseph I.—Behavioral Anchors as a Source of Bias in Rating 573

Neale, Margaret A.—*see* Huber, Vandra L.
Notz, William W., and Starke, Frederick A.—Arbitration and Distributive Justice: Equity or Equality? 359

Oldham, Greg R., and Fried, Yitzhak—Employee Reactions to Workspace Characteristics 75
Onglatco, Mary Lou Uy—*see* Matsui, Tamao
Owen, Crystal L.—*see* Dalton, Dan R.

Parkes, Katharine R.—Relative Weight, Smoking, and Mental Health as Predictors of Sickness and Absence From Work 275
Parks, Judi McLean—*see* Conlon, Edward J.

Penrod, Steven D.—*see* Cutler, Brian L.
Pigozzi, Bruce—*see* Schmitt, Neal
Pond, Samuel B., III, and Geyer, Paul D.—Employee Age as a Moderator of the Relation Between Perceived Work Alternatives and Job Satisfaction 522
Pred, Robert S.—*see* Spence, Janet T.
Prest, William—*see* Earley, P. Christopher
Prestholdt, Perry H., Lane, Irving M., and Mathews, Robert C.—Nurse Turnover as Reasoned Action: Development of a Process Model 221
Pryor, Robert G. L.—Differences Among Differences: In Search of General Work Preference Dimensions 426
Puffer, Sheila M.—Prosocial Behavior, Noncompliant Behavior, and Work Performance Among Commission Salespeople 615

Ravlin, Elizabeth C., and Meglino, Bruce M.—Effect of Values on Perception and Decision Making: A Study of Alternative Work Values Measures 666
Raza, Susan M., and Carpenter, Bruce N.—A Model of Hiring Decisions in Real Employment Interviews 596
Repper, David P.—*see* Heilman, Madeline E.
Roach, Bonnie L.—*see* Latack, Janina C.
Rosenthal, Douglas B.—*see* Gaugler, Barbara B.
Roth, Lawrence—*see* Kemery, Edward R.
Roznowski, Mary—Use of Tests Manifesting Sex Differences as Measures of Intelligence: Implications for Measurement Bias 480
Rude, Dale E.—*see* Wall, James A., Jr.
Russell, Daniel W., Altmaier, Elizabeth, and Van Velzen, Dawn—Job-Related Stress, Social Support, and Burnout Among Classroom Teachers 269

Sackett, Paul R.—*see* Conley, Patrick R.
Salthouse, Timothy A., and Saults, J. Scott—Multiple Spans in Transcription Typing 187
Saults, J. Scott—*see* Salthouse, Timothy A.
Schlenker, Judith A., and Gutek, Barbara A.—Effects of Role Loss on Work-Related Attitudes 287
Schmitt, Neal, Gleason, Sandra E., Pigozzi, Bruce, and Marcus, Philip M.—Business Climate Attitudes and Company Relocation Decisions 622
Schriber, Jacquelyn B., and Gutek, Barbara A.—Some Time Dimensions of Work: Measurement of an Underlying Aspect of Organization Culture 642
Schurr, Paul H.—Effects of Gain and Loss Decision Frames on Risky Purchase Negotiations 351
Severy, Lawrence J.—*see* Wilmoth, Gregory H.
Shaffer, Garnett Stokes—Patterns of Work and Nonwork Satisfaction 115
Shaffer, Garnett Stokes—*see* Lautenschlager, Gary J.
Silver, Edward M., and Bennett, Corwin—Modification of the Minnesota Clerical Test to Predict Performance on Video Display Terminals 153
Silver, N. Clayton, and Dunlap, William P.—Averaging Correlation Coefficients: Should Fisher's *z* Transformation Be Used? 146
Silver, Starr—*see* Wilmoth, Gregory H.
Simon, Michael C.—*see* Heilman, Madeline E.
Smith, Nancy D.—*see* Hill, Thomas
Smith, Vicki L., and Ellsworth, Phoebe C.—The Social Psychology of Eyewitness Accuracy: Misleading Questions and Communicator Expertise 294
Spector, Paul E.—Method Variance as an Artifact in Self-Reported Affect and Perceptions at Work: Myth or Significant Problem? 438
Spector, Paul E., and Levine, Edward L.—Meta-Analysis for Integrating Study Outcomes: A Monte Carlo Study of Its Susceptibility to Type I and Type II Errors 3
Spector, Paul E.—*see* Carsten, Jeanne M.
Spence, Janet T., Helmreich, Robert L., and Pred, Robert S.—Impatience Versus Achievement Strivings in the Type A Pattern: Differential Effects on Students' Health and Academic Achievement 522
Srinivas, Shanthi, and Motowidlo, Stephan J.—Effects of Raters' Stress on the Dispersion and Favorability of Performance Ratings 247
Starke, Frederick A.—*see* Notz, William W.
Stone, Dianna L., and Stone, Eugene F.—Effects of Missing Application-Blank Information on Personnel Selection Decisions: Do Privacy Protection Strategies Bias the Outcome? 452
Stone, Eugene F.—*see* Stone, Dianna L.

Tetrick, Lois E., and LaRocco, James M.—Understanding, Prediction, and Control as Moderators of the Relationships Between Perceived Stress, Satisfaction, and Psychological Well-Being 538
Thompson, Duane E.—*see* Mount, Michael K.
Thornton, George C., III—*see* Gaugler, Barbara B.
Todor, William D.—*see* Dalton, Dan R.
Treasure, F. Peter—*see* Berkowitz, Leonard
Trotman, Ken T.—*see* Libby, Robert
Turk, Jay M.—*see* Hammer, Tove H.

Van Velzen, Dawn—*see* Russell, Daniel W.
Vecchio, Robert P.—Situational Leadership Theory: An Examination of a Prescriptive Theory 444

Wall, James A., Jr., and Rude, Dale E.—Judges' Mediation of Settlement Negotiations 234
Weekley, Jeff A., and Gier, Joseph A.—Reliability and Validity of the Situational Interview for a Sales Position 484
Weeks, Joseph L.—*see* Mumford, Michael D.
Williams, Charles R.—*see* Hollenbeck, John R.
Wilmoth, Gregory H., Silver, Starr, and Severy, Lawrence J.—Receptivity and Planned Change: Community Attitudes and Deinstitutionalization 138
Wojnaroski, Pauline—*see* Earley, P. Christopher
Wood, Robert E., Mento, Anthony J., and Locke, Edwin A.—Task Complexity as a Moderator of Goal Effects: A Meta-Analysis 416

Yetton, Philip W.—*see* Bottger, Preston C.
Young, Barbara—*see* Greenwald, Anthony G.

Zeidner, Moshe—Test of the Cultural Bias Hypothesis: Some Israeli Findings 38
Zimmer, Ian—*see* Libby, Robert

OTHER

Acknowledgment 698
Call for Nominations for *Journal of Experimental Psychology: General* 528
Call for Nominations for *Journal of Abnormal Psychology* 603
Correction to Earley et al. 373
Delworth Appointed Editor of *Professional Psychology: Research and Practice,* 1989–1994 566
Instructions to Authors 137, 314, 492, 641
Kintsch Appointed Editor of *Psychological Review,* 1989–1994 557
Low Publication Prices for APA Members and Affiliates 54
Schmitt Appointed Editor, 1989–1994 ..... 386, 551
Searches Open for Editors of Five APA journals 124